



Presents:

**Workforce Planning
Conference/Workshop**

December 2, 2005

A conference dedicated to:
“Creating Solutions Now
for the
Future of Personnel”



**State Personnel Board
801 Capitol Mall, MS 37
Sacramento, CA 95814**

www.spb.ca.gov

Designed by:
Jacob Chardon Miller

Return Address:

**State Personnel Board
801 Capitol Mall, MS 37
Sacramento, CA 95814**

Place
Stamp
Here

WORKFORCE PLANNING

The State of California is facing a human resource crisis. The California Performance Review Report and the recent Little Hoover Commission Report, among others, have outlined the numbers -- **thirty four percent, or more than 70,000 employees will be eligible to retire in the next five years.** This significant loss of knowledge and expertise must be addressed through workforce planning.

This conference/workshop provides a wonderful opportunity to spend the day with practitioners from across the country who will share their stories, experiences, and solutions with you. The State of New York presentation will provide an overview of workforce planning and, along with the other presenters, will share their first hand knowledge in addressing the most significant employee turnover in history.

You are cordially invited to join the State Personnel Board for this special day of learning and sharing as we plan to meet the future needs of the citizens of the State of California.

AGENDA & SPEAKERS

- 8:30 to 8:45 Welcome & Introduction**
Karen Coffee: Chief, Merit Employment & Technical Resources, State Personnel Board
Floyd Shimomura: Executive Officer, State Personnel Board
- 8:45 to 9:45 State of New York**
Nancy Kiyonaga: Director, Workforce and Occupational Planning, New York State Dep.t. of Civil Service
- 9:45 to 10:00 Break**
- 10:00 to 11:00 Workforce Analysis**
Matilda Aidam: Manager, Office of Civil Rights, State Personnel Board
- 11:00 to 12:00 Assessment Centers**
Karen Coffee: Chief, Merit Employment & Technical Resources, State Personnel Board
- 12:00 to 1:00 Lunch** (on your own)
- 1:00 to 2:00 East Bay MUD Case Study**
Donna Terrazas: Manager, Recruitment and Classification, East Bay Municipal Utility District
- 2:00 to 2:15 Break**
- 2:15 to 2:30 Succession Planning Model for State Service**
Daryll Tsujihara: Chief, Classification and Compensation, Department of Personnel Administration
- 2:30 to 3:30 CalPERS Succession Planning Model**
Chris O'Brien: Chief, &
Pat Santillanes: Assistant Chief, Human Resources, CalPERS

CONFERENCE DETAILS

- When:** December 2, 2005
8:30 am to 3:30 pm
- Where:** East End Complex
1500 Capitol Mall
Sacramento, CA 95814
- Cost:** \$120.00 per participant if payment is received on or before December 1st * or \$150.00 per participant after December 1st
- Questions?** Please call Rosemarie Lopez at (916) 653-0904 or e-mail her at rlopez@spb.ca.gov

REGISTRATION FORM

To attend this informative conference, simply fill out and send in the information below along with the \$120.00 fee* per participant to:

**State Personnel Board
801 Capitol Mall, MS 37
Sacramento, CA 95814**

Name: _____

Title: _____

Organization: _____

Address: _____

City: _____

State: _____ Zip: _____

Telephone: _____

E-mail: _____

Will you require special accommodations?

No ? Yes ?

*Note: Cancellations received after November 28th, 2005 are subject to a \$25.00 processing fee.